

## Public Report - Employee data tables

**Program:** 2024 - 25 Gender Equality Reporting

**Corporate group of:** Royal Automobile Club Of Victoria (Racv) Limited

**Total group employee count:** 4,105

**Table 1** – Gender composition of all occupational categories

Occupational category	Employment status	No. of employees		Number of graduates or apprentices (combined)		Total employees*
		F	M	F	M	
Managers	Full-time permanent	252	279	0	0	531
	Full-time contract	3	3	0	0	6
	Part-time permanent	18	3	0	0	21
	Part-time contract	2	0	0	0	2
Professionals	Full-time permanent	287	330	4	3	617
	Full-time contract	13	9	0	0	22
	Part-time permanent	35	9	0	0	44
	Part-time contract	0	1	0	0	1
	Casual	4	0	0	0	4
Technicians And Trades Workers	Full-time permanent	60	269	2	13	329
	Full-time contract	4	30	4	28	34
	Part-time permanent	15	12	1	0	27
	Casual	18	62	0	0	80
Community And Personal Service Workers	Full-time permanent	53	72	0	0	125
	Part-time permanent	132	75	0	0	207
	Casual	300	204	0	0	504
Clerical And Administrative Workers	Full-time permanent	227	135	0	0	362
	Full-time contract	4	2	0	0	6
	Part-time permanent	153	23	0	0	176
	Casual	30	10	0	0	40
Sales Workers	Full-time permanent	216	132	0	0	348
	Full-time contract	0	1	0	0	1
	Part-time permanent	117	16	0	0	133
Machinery Operators And Drivers	Full-time permanent	1	16	0	0	17
	Casual	0	3	0	0	3
Labourers	Full-time permanent	22	38	0	0	60
	Part-time permanent	81	46	0	0	127
	Casual	151	127	0	0	278

\* Total employees includes Non-binary

**Table 2** – Gender composition of manager categories

Manager category	Employment status	No. of employees		Number of graduates or apprentices (combined)		Total employees*
		F	M	F	M	
CEO	Full-time permanent	0	2	0	0	2
KMP	Full-time permanent	5	9	0	0	14
HOB	Full-time permanent	3	5	0	0	8
GM	Full-time permanent	11	15	0	0	26
SM	Full-time permanent	56	64	0	0	120
	Full-time contract	0	1	0	0	1
	Part-time permanent	3	0	0	0	3
	Part-time contract	1	0	0	0	1
OM	Full-time permanent	177	184	0	0	361
	Full-time contract	3	2	0	0	5
	Part-time permanent	15	3	0	0	18
	Part-time contract	1	0	0	0	1

\* Total employees includes Non-binary

**Table 3 – Employee movements over reporting period**

**Question 1**  
**How many employees were promoted?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent			35	27	77	86	225
Part-time	Permanent			2		9	10	21
Full-time	Fixed-term					1	5	6
Part-time	Fixed-term							
N/A	Casual					6	8	14

**Question 2**  
**How many employees were promoted from non-manager to manager?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		All managers		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent			7	7			14
Part-time	Permanent							
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual							

**Question 3**  
**How many employees were internally appointed?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent			31	24	103	79	237
Part-time	Permanent			1		31	9	41
Full-time	Fixed-term			2	1	5	4	12
Part-time	Fixed-term			1				1
N/A	Casual					17	11	28

**Question 4**  
**How many employees (including partners with an employment contract) were externally appointed?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent	5	3	31	23	195	191	448
Part-time	Permanent			9	17	74	5	105
Full-time	Fixed-term			3	4	13	32	52
Part-time	Fixed-term	1						1
N/A	Casual					311	257	568

\* Total employees includes Non-binary

**Table 3 – Employee movements over reporting period (continued)**

**Question 5**  
**How many employees voluntarily resigned?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent		3	32	29	136	142	342
Part-time	Permanent			2	1	43	13	59
Full-time	Fixed-term				1	7	4	12
Part-time	Fixed-term					1		1
N/A	Casual					294	185	479

**Question 6**  
**How many employees were on primary carer's parental leave (paid and/or unpaid)?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent			13	1	67	6	87
Part-time	Permanent			4		61	1	66
Full-time	Fixed-term							
Part-time	Fixed-term					1		1
N/A	Casual					4		4

**Question 7**  
**How many employees were on secondary carer's parental leave (paid and/or unpaid)?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent		1		17		41	59
Part-time	Permanent					1	5	6
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual							

**Question 8**  
**How many employees ceased employment before returning to work from parental leave (regardless of when the leave commenced)?**

Contract Type	Employment Type	CEOs, KMPs & HOBs		Managers (excl. CEOs, KMPs & HOBs)		Non-managers		Total*
		Female	Male	Female	Male	Female	Male	
Full-time	Permanent			2		6	1	9
Part-time	Permanent					3		3
Full-time	Fixed-term							
Part-time	Fixed-term							
N/A	Casual							

\* Total employees includes Non-binary